



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS  
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012  
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE  
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010  
(213) 738-2222 FAX (213) 637-0820

**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

January 20, 2006

To: Each Supervisor

From: Michael J. Henry  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of January 19, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 388 employees at KDMC. Of this number, 201 actions have resulted in discharges or resignations. A total of 45 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed 2 cases and have opened 3 additional cases. As a result, our open caseload is currently 70 (detailed summary information is contained in Attachments I and II).

One of the new cases involves an allegation that a physician refused to cooperate and perform assigned duties. An immediate investigation has been initiated regarding the allegation. We have not received any new cases involving nurses since our last report.

### **RECRUITMENTS**

The marketing campaign for the Employee Referral Award Program (ERAP) commenced on January 17, 2006. ERAP is a highly effective recruitment strategy being utilized throughout the healthcare industry. ERAP will reward DHS employees who refer

*To Enrich Lives Through Effective and Caring Service*

Registered Nurses to KDMC for employment. If a referral is hired, the referring employee may earn up to \$1,000, distributed in two payments. The first payment of \$250 is to be made after six months and the second payment of \$750 is to be made after 12 months if the referred employee has not terminated County employment or transferred to a non-ERAP eligible position. Both parties must be active DHS employees at the time an award is distributed. All state, federal and/or applicable taxes will be deducted from each award. There is no limit to the number of times an employee may participate or the number of awards an employee may earn. Although ERAP is currently being piloted at KDMC, plans are underway for future implementation of the program at all DHS facilities.

If you have any questions, please call me.

MJH:STS  
SBH:ck

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Violet Varona-Lukens  
John R. Cochran III  
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 012006

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

**Period: 01/26/04 - 01/19/06**

**Dated: 1/19/2006**

Closed Cases -	724
Open Cases -	70
Referred Cases -	14
Grand Total =	808

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	9	3	29	0	26	67
Discharges of Probationers	0	5	5	1	7	18
Suspensions (6 - 30 Days)	3	10	43	4	27	87
Suspensions (1 - 5 Days)	7	7	20	1	14	49
Reprimands	6	1	21	2	13	43
Warnings	0	1	1	3	3	8
<b>Resignations in Lieu of Administrative Action</b>	19	9	30	6	9	73
<b>Release of Temporary Employee</b>	9	1	26	0	6	42
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>53</b>	<b>37</b>	<b>175</b>	<b>17</b>	<b>106</b>	<b>388</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	9	35	43	28	138
<b>Total Actions Taken</b>	<b>76</b>	<b>46</b>	<b>210</b>	<b>60</b>	<b>134</b>	<b>526</b>

- <sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners  
<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.  
<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant  
<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT**  
**ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**  
 Period: 01/26/04 – 01/19/06

Dated: January 19, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal Discipline:</u></b>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	5	1	0	6
Warnings	0	0	0	0
<b>Resignations in Lieu of Administrative Action</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>19</b>
<b>Release of Temporary Employee</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>9</b>
<b>Medical Release</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Subtotal</b>	<b>45</b>	<b>7</b>	<b>1</b>	<b>53</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	<b>21</b>	<b>1</b>	<b>1</b>	<b>23</b>
<b>Total of Action Taken</b>	<b>66</b>	<b>8</b>	<b>2</b>	<b>76</b>